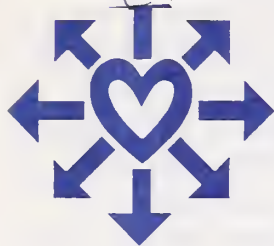


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1168

The
Volunteer
Dimension
in
EFNEP

PA 1168

Motivating Volunteers

Lesson I

PURPOSES OF THE LESSON

This lesson is to help Extension staff understand some of the needs that motivate people to volunteer for EFNEP.

Motivation is an idea, a need, or an emotion within a person, that incites that individual to action. Different reasons motivate people to respond to the recruiter's invitation to become a "helper."

Careful appraisal of motives helps you determine appropriate ways to recruit volunteers, and makes it easier to keep them.

A MIXTURE OF MOTIVES

What motivates people to enter volunteer service freely and without monetary compensation?

Motives include a mixture of unselfish feelings (commonly associated with volunteering), and self-interests or personal satisfaction. Recruiters need to understand and respect the motives of each volunteer, to base recruitment on the reasons people volunteer, and to emphasize the benefits to the volunteer rather than to EFNEP.

Volunteers bring to any task the uniqueness of their own life experiences, personalities, and special talents. Their initial reasons for volunteering may change with experience, and may bear little resemblance to those that keep them as active volunteers.

Volunteers have needs and goals of their own. EFNEP should contribute to the needs and goals of volunteers or they will not continue to serve. We owe them an opportunity to reach their aspirations.

Can the EFNEP job satisfy the volunteer's personal needs? Can it offer opportunities for personal growth?

Will the EFNEP staff provide the volunteer with extrinsic and intrinsic rewards?

Since the volunteer is not paid in money, "motivational pay" is very important. This comes from two sources: the person(s) for whom the volunteer activity is performed, and the staff with whom the volunteer works. Active support and approval are needed continually to enhance the self-image of the volunteer. Appreciation should be shown for the person, as well as for the job accomplished. Being appreciated helps fulfill personal objectives, and is part of the "motivational pay."

SOME MOTIVES FOR VOLUNTEERING

The following are some motives for volunteering:

- Desiring to be of service to others--deep humanitarian or personal reasons.
- Doing something for a cause, such as improving the diets of people in a limited-resource community.
- Liking youth and working with them.
- Enjoying work with peer groups.
- Having a child or relative in the organization.
- Being asked by a friend to volunteer.
- Repaying benefits previously received, or fulfilling a business obligation.
- Seeing the service as an opportunity to grow personally, acquire more knowledge, learn new skills, or develop leadership ability.
- Hoping to obtain status, prestige, power, or assurance of importance and value as a person.
- Wanting to escape a problem--self therapy (broken-hearted, wanting to fill a gap).
- Wanting to make new friends or develop new interests.

- Desiring to belong to a group or to be a part of a team.
- Needing "field service training" for school credit.
- Testing out career possibilities.

SUGGESTED ACTIVITIES MOTIVATING VOLUNTEERS

Write on chalkboard or a flipchart the answers participants give in activities I and II below.

I. Ask participants to suggest five or more reasons why people volunteer their services. (Refer to motives at the beginning of this lesson).

II. Have five or more individuals tell about ONE VOLUNTEER ACTIVITY they performed

within the last week, month, or year, and give the reasons they accepted the volunteer job.

III. Ask the individuals who served as volunteers (above) and who received satisfaction from it to respond to the following questions:

- Do you feel the volunteer role you performed was an enjoyable experience?
- Do you feel that the volunteer job you did was well done--enough to satisfy you?
- Do you feel the volunteer job you did was less well done because you were not paid to do it?

In answering these questions, those who have previously volunteered will help others in the group understand the satisfactions that come from volunteering.

The Extension Service of the U.S. Department of Agriculture offers its programs to all eligible persons regardless of race, color, or national origin, and is an equal opportunity employer.

Cooperative Extension Work: United States Department of Agriculture and State Land-Grant Universities Cooperating

Issued January 1977.



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